



COUNCIL ON AGING ADVISORY BOARD AGENDA
Monday, March 4, 2019, 9:00 a.m.
Council on Aging Office
3328 US Highway 51 North, Janesville, Wisconsin

- A. Call to Order
- B. Approval of Agenda
- C. Roll Call
- D. Citizen Participation, Communications and Announcements
- E. New Business
 - 1. La Crosse County COA-ADRC Integration Summary
 - 2. Review of Counties Integrated vs. Separate (To be distributed at meeting)
 - 3. Other topics of discussion regarding the possibility of integration
- F. Adjournment

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La Crosse County COA-ADRC Integration Summary: 2/13/19

Phone Conference Call between Jennifer Thompson, Rock County ADRC/APS Manager and Audra Martine, La Crosse County HSD Deputy Director (previous ADRC manager)

1. How long did it take to integrate?

- 3 people from Aging/3 from ADRC started planning/mapping out integration
- Met every week / 1-3 hours each meeting (Jan 2015 – spring)
- UW extension facilitator to assist in discussion
- Oct / Nov 2015 presented to Boards and educated them
- Anticipated integration in 2 years; however, due to retirements, integrated in less than one year
- UW Ext wrote a report and determined most feasible to integrate under HSD
- Process was fairly easy: individual perceptions made it difficult (COA versus ADRC)

2. Positives and Negatives of integrating?

- Positives: No longer confusing for public, less liability (aging store/contracts/grants), Board is positive about the integration and now knows where to send people for help
- Negative: Fear that Aging is being lumped into a department for the poor

3. How are you set up (HSD- Org chart?)

- 1-Aging/ADRC director (manager)
- 2- Supervisors-fully integrated so both oversee Aging, ADRC and APS staff
- Thought it would be better if they were their own separate department (separate from HSD) however, the additional support received through HSD is extremely helpful

4. Where is it located? Was there consumer confusion when integrated?

- All under one roof-HSD downtown
- When separate, they were just across the street from each other; COA customers had to pay for parking and ADRC was on the 1st floor of HSD and had free parking
- Now everyone is located in one place
- Educated community of the integration-it's less confusing!

5. How do you have your Phones set up – all calls go to the ADRC? Or do certain Aging services have a separate #?

- La Crosse uses “reception model”: one person answers and directs all the calls to either Options counselors, Nutrition or Transportation services.

6. Was your COA Advisory Board on board with this integration or was there resistance?

- Aging looked at ADRC as a threat. (There was history with the prior Aging Director)

- Aging worried services would be eliminated
- Provided education sessions to Boards: helped them realize the current confusion to the public of having separate agencies and discussed integration-not elimination of services
- No more money coming in to either agency; agencies will be able to support each other

7. Any words of advice looking back now-would you do anything differently?

- Felt that it went well
- Those few months of planning were helpful to sort out each department, roles etc.
- Situation was a bit different as they were part of a Regional ADRC. They needed to break away from the ADRC regional model and become a single ADRC first. After La Crosse broke away from the regional ADRC model, the other 3 counties integrated with their Aging Depts as well.

8. Did you receive support from the State (technical or financial?)

- No financial support
- They used ADRC carry-over funds from previous year to pay for phones
- GWAAR contact was new to the job and not helpful
- ADRC contact was great/helpful

9. Did the various advisory committees remain separate or were they combined?

- Because La Crosse pulled away from the Regional ADRC, they had to recreate one Board to serve both Aging and ADRC
- Ultimately, combined some ADRC members with Aging board members to create one Board and meet both requirements

10. What are the current advisory committees?

- **All committees have HSD Policy Board Oversight
- ADRC/Aging Advisory Board
- Nutrition Advisory Committee
- Transportation Advisory Committee
- Caregiver Taskforce

11. What impact did the integration have on staffing? Were the overall number of staff reduced, stayed or increased? Were positions re-classified?

- La Crosse did not lose/layoff any staff. The Aging staff were still needed to run the programs. The Aging staff came under HSD and were paid HSD wages (which were a bit higher.) EBS pay increased to DBS pay scale. HSD fiscal team took on a bit more workload due to managing additional contracts/grants and budget.

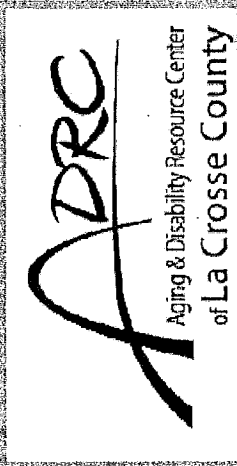
12. Did the combined operation budget increase, stay the same or increase after integration?

- Total budget remained the same but merged into one budget-moved under HSD.

- La Crosse Co. had levy in the Aging unit—and county continued to support with levy to maintain positions/programs. There was no levy put into the ADRC.
- Aging funds were put into each staff position; allowed them to work on Aging activities
- Possibility to maximize GPR funds with Federal match dollars based on activities done by staff

13. Were there any functions of the COA that remained separate after integration or were moved to another county operation?

- No separation —fully integrated and operate as such
- The original Aging fiscal person moved to the HSD fiscal team.
- Talked about moving the transportation program to the Hwy Dept
- Also talking about moving APS to MH division



HS Director
Witt

Deputy Director
Martine

Aging & Disability Resource Center Manager
Pagel-Smith

Clerk
Weiland

Nutrition Coordinator
Jorstad

-5.81 FTE site mgrs/drivers

HS Supervisor
Herbeck

ADRC Prof. - On-C
Duncan
Johnson-Timmerman
Meyer
Scheld
Wallace

ADRC Prof. - DBS
Wfruck

ADRC Prof. - EBS
Johnson, T

Social Service Specialists
Johnson, S
Kregar (LTE)
Stokke

HS Supervisor
Neubauer

Social Workers - APS
Hackman
Kernigan
Trabelhorn

Social Service Specialists - APS
Marcou
Vang

ADRC Prof. - On-C
Dox
Pasell
Williams

ADRC Prof. - DCS
Flock

LA CROSSE COUNTY HUMAN SERVICES DEPARTMENT

AGING DISABILITY RESOURCE CENTER

MANAGER

1.0

Page1-Smith

1.0 HS SUPERVISOR	Herbeck, Peggy	1.0 HS SUPERVISOR	Neubauer, Cheryl
7.0 # of Direct Service FTE's Overseen in La Crosse		9.0 # of Direct Service FTE's Overseen in La Crosse	
1.0 ADRC Professional	Duncan, Brook	A. ADRC	
1.0 ADRC Professional	Johnson, Tina	1.0 ADRC Professional	Dux, Michael
1.0 ADRC Professional	Johnson-Timmerman, Darcey	1.0 ADRC Professional (DCS)	Flock, Kelsey
1.0 ADRC Professional	Meyer, Kristine	1.0 ADRC Professional	Pasell, Clara
1.0 ADRC Professional	Scheld, Leslie	1.0 ADRC Professional (Dp C)	Williams, Jacqueline
1.0 ADRC Professional	Wallace, Kathy		
1.0 ADRC Professional	Wruck, Mary	B. APS (APS Funded 9073)	
1.0 Social Service Specialist	Johnson, Steve	1.0 APS SW (APS Funded)	Hackman, Linda
0.0 Social Service Specialist (LTE)	Kreger, Ellen	1.0 APS SW (APS Funded)	Kerrigan, Joe
1.0 Social Service Specialist	Stokke, Kelly	1.0 APS SW (APS Funded)	Trebelhorn, Zachary
		1.0 APS SSS (APS Funded)	Vang, Nou
		1.0 APS SSS (APS Funded)	Marcou, Lynn
	23.8 ADRC		
	5.0 APS		
	28.81 TOTAL FTE La Crosse (28.81)		
		1.0 Clerk	Weiland, Nancy
		1.0 Nutrition Coordinator	Jorstad, Dawn
		5.81 FTE Site Mgr/Drivers	